

108TH CONGRESS  
2D SESSION

# H. R. 3963

To amend the Congressional Accountability Act of 1995 to extend to employees of the legislative branch certain protections available to other employees of the Federal Government under certain laws, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

MARCH 11, 2004

Mr. SHAYS (for himself, Mr. COOPER, Mr. CASTLE, Mr. FRANK of Massachusetts, Mr. ENGLISH, and Mr. MORAN of Virginia) introduced the following bill; which was referred to the Committee on House Administration, and in addition to the Committees on Education and the Workforce, and the Judiciary, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

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## A BILL

To amend the Congressional Accountability Act of 1995 to extend to employees of the legislative branch certain protections available to other employees of the Federal Government under certain laws, and for other purposes.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*

1 **SECTION 1. SHORT TITLE; REFERENCES IN ACT.**

2 (a) SHORT TITLE.—This Act may be cited as the  
3 “Congressional Accountability Enhancement Act of  
4 2004”.

5 (b) REFERENCES IN ACT.—Except as otherwise pro-  
6 vided, whenever in this Act an amendment is expressed  
7 in terms of an amendment to or repeal of a section or  
8 other provision, the reference shall be considered to be  
9 made to that section or other provision of the Congres-  
10 sional Accountability Act of 1995.

11 **TITLE I—PROTECTIONS FOR IN-**  
12 **DIVIDUALS WITH DISABIL-**  
13 **ITIES**

14 **SEC. 101. PROHIBITING DISCRIMINATION IN ACCESS TO**  
15 **AND USE OF CONGRESSIONAL ELECTRONIC**  
16 **AND INFORMATION TECHNOLOGY BY INDIV-**  
17 **IDUALS WITH DISABILITIES.**

18 (a) COVERED EMPLOYEES.—

19 (1) IN GENERAL.—Section 201(a)(3) (2 U.S.C.  
20 1311(a)(3)) is amended by striking “section 501 of  
21 the Rehabilitation Act of 1973 (29 U.S.C. 791)”  
22 and inserting “sections 501 and 508(a)(1)(A)(i) of  
23 the Rehabilitation Act of 1973 (29 U.S.C. 791 and  
24 794d(a)(1)(A)(i))”.

1           (2) APPLICATION OF CERTAIN PROVISIONS OF  
2       REHABILITATION ACT OF 1973; REGULATIONS.—  
3       Section 201 (2 U.S.C. 1311) is amended—

4                   (A) by redesignating subsection (d) as sub-  
5       section (f); and

6                   (B) by inserting after subsection (c) the  
7       following new subsections:

8       “(d) APPLICATION OF CERTAIN PROVISIONS OF RE-  
9       HABILITATION ACT OF 1973 TO PROTECTIONS RELATING  
10      TO ACCESS TO AND USE OF ELECTRONIC AND INFORMA-  
11      TION TECHNOLOGY.—In applying section 508(a)(1)(A)(i)  
12      of the Rehabilitation Act of 1973 to covered employees  
13      (as provided under subsection (a)(3)), the following provi-  
14      sions of such Act shall apply in the same manner as such  
15      provisions apply with respect to Federal employees under  
16      such section:

17                   “(1) Section 508(a)(1)(B).

18                   “(2) Section 508(a)(5).

19                   “(3) Section 508(a)(6)(B).

20                   “(4) Section 508(g).

21       “(e) REGULATIONS TO IMPLEMENT SECTION.—

22                   “(1) IN GENERAL.—The Board shall, pursuant  
23      to section 304, issue regulations to implement this  
24      section.

1           “(2) USE OF ACCESS BOARD REGULATIONS FOR  
 2       CERTAIN PROVISIONS.—The regulations issued  
 3       under paragraph (1) shall be the same as the sub-  
 4       stantive regulations promulgated by the Architec-  
 5       tural and Transportation Barriers Compliance  
 6       Board to implement the statutory provisions referred  
 7       to in subsection (d) except insofar as the Board may  
 8       determine, for good cause shown and stated together  
 9       with the regulation, that a modification of such reg-  
 10      ulations would be more effective for the implementa-  
 11      tion of the rights and protections under this sec-  
 12      tion.”.

13       (b) MEMBERS OF THE PUBLIC.—

14           (1) IN GENERAL.—Section 210(b) (2 U.S.C.  
 15       1331(b)) is amended—

16           (A) in paragraph (1), by inserting “and  
 17       section 508(a)(1)(A)(ii) of the Rehabilitation  
 18       Act of 1973 (29 U.S.C. 794d(a)(1)(A)(ii))”  
 19       after “and 12189”;

20           (B) in paragraph (2), by adding at the end  
 21       the following: “For purposes of the application  
 22       of section 508(a)(1)(A)(ii) of the Rehabilitation  
 23       Act of 1973 (29 U.S.C. 794d(a)(1)(A)(ii))  
 24       under this section, the term ‘Federal depart-  
 25       ment or agency’ means any entity listed in sub-

1 section (a) that provides public services, pro-  
2 grams, or activities.”.

3 (2) APPLICATION OF CERTAIN PROVISIONS OF  
4 REHABILITATION ACT OF 1973.—Section 210(b) (2  
5 U.S.C. 1331(b)) is amended by adding at the end  
6 the following new paragraph:

7 “(3) APPLICATION OF CERTAIN PROVISIONS OF  
8 REHABILITATION ACT OF 1973 TO PROTECTIONS RE-  
9 LATING TO ACCESS TO AND USE OF ELECTRONIC  
10 AND INFORMATION TECHNOLOGY.—In applying sec-  
11 tion 508(a)(1)(A)(ii) of the Rehabilitation Act of  
12 1973 to the provision of public services and accom-  
13 modations (as provided under paragraph (1)), the  
14 following provisions of such Act shall apply in the  
15 same manner as such provisions apply with respect  
16 to members of the public under such section:

17 “(A) Section 508(a)(1)(B).

18 “(B) Section 508(a)(5).

19 “(C) Section 508(a)(6)(A).

20 “(D) Section 508(g).”.

21 (3) REMEDY.—Section 210(c) (2 U.S.C.  
22 1331(c)) is amended to read as follows:

23 “(c) REMEDIES.—

24 “(1) RELATING TO THE AMERICANS WITH DIS-  
25 ABILITIES ACT OF 1990.—The remedy for a violation

1 of subsection (b) with respect to the rights and pro-  
2 tections against discrimination under the applicable  
3 sections of the Americans with Disabilities Act of  
4 1990 shall be such remedy as would be appropriate  
5 if awarded under section 203 or 308(a) of such Act  
6 (42 U.S.C. 12133, 12188(a)), except that, with re-  
7 spect to any claim of employment discrimination as-  
8 serted by any covered employee, the exclusive rem-  
9 edy shall be under section 201 of this title.

10 “(2) RELATING TO THE REHABILITATION ACT  
11 OF 1973.—The remedy for a violation of subsection  
12 (b) with respect to the rights and protections against  
13 discrimination under section 508(a)(1)(A)(ii) of the  
14 Rehabilitation Act of 1973 (29 U.S.C.  
15 794d(a)(1)(A)(ii)) shall be such remedy as would be  
16 appropriate if awarded under section 505(a)(2) of  
17 such Act (29 U.S.C. 794a(a)(2)).”.

18 (4) AVAILABLE PROCEDURES.—Section  
19 210(d)(1) (2 U.S.C. 1331(d)(1)) is amended by in-  
20 serting “(or, in the case of an individual alleging a  
21 violation relating to section 508(a)(1)(A)(ii) of the  
22 Rehabilitation Act of 1973, an individual described  
23 in such section)” after “(42 U.S.C. 12131(2)).”.

24 (5) REGULATIONS TO IMPLEMENT SECTION.—  
25 Section 210(e)(2) (2 U.S.C. 1331(e)(2)) is amended

1 by inserting “(or, in the case of section  
 2 508(a)(1)(A)(ii) of the Rehabilitation Act of 1973,  
 3 the same as the standards adopted by the Architec-  
 4 tural and Transportation Barriers Compliance  
 5 Board for purposes of such section)” after “Sec-  
 6 retary of Transportation”.

7 (6) CONFORMING AMENDMENTS.—The Con-  
 8 gressional Accountability Act of 1995 (2 U.S.C.  
 9 1301 et seq.) is amended—

10 (A) in the heading for part B of title II,  
 11 by adding at the end the following; “**AND THE**  
 12 **REHABILITATION ACT OF 1973**”; and

13 (B) in the heading for section 210, by in-  
 14 serting “**AND THE REHABILITATION ACT OF**  
 15 **1973**” after “**AMERICANS WITH DISABIL-**  
 16 **ITIES ACT OF 1990**”.

17 (7) CLERICAL AMENDMENTS.—The table of  
 18 contents for title is amended—

19 (A) in the item relating to part B, by add-  
 20 ing at the end the following: “**AND THE REHA-**  
 21 **BILITATION ACT OF 1973**”; and

22 (B) in the item relating to section 210, by  
 23 inserting “and the Rehabilitation Act of 1973”  
 24 after “1990”.

1 **SEC. 102. AMENDMENT TO THE REHABILITATION ACT OF**  
 2 **1973.**

3 (a) IN GENERAL.—Section 508 of the Rehabilitation  
 4 Act of 1973 (29 U.S.C. 794d) is amended by adding at  
 5 the end the following:

6 “(h) APPLICABILITY TO GENERAL ACCOUNTING OF-  
 7 FICE, GOVERNMENT PRINTING OFFICE, AND THE LI-  
 8 BRARY OF CONGRESS.—For purposes of subsections (a),  
 9 (b), (f), and (g) of this section, the term ‘Federal depart-  
 10 ment or agency’ shall be deemed to include the General  
 11 Accounting Office, the Government Printing Office, and  
 12 the Library of Congress.”.

13 (b) EFFECTIVE DATE.—The amendment made by  
 14 subsection (a) shall take effect one year after the date of  
 15 the enactment of this Act.

16 **TITLE II—ADDITIONAL**  
 17 **PROTECTIONS FOR EMPLOYEES**

18 **SEC. 201. APPLICATION TO LEGISLATIVE BRANCH EMPLOY-**  
 19 **EES OF WHISTLEBLOWER PROTECTION**  
 20 **RULES AND RESTRICTIONS ON DISCHARGE**  
 21 **BY REASON OF GARNISHMENT AND DIS-**  
 22 **CRIMINATORY TREATMENT BY REASON OF**  
 23 **BANKRUPTCY.**

24 (a) IN GENERAL.—Part A of title II (2 U.S.C. 1311  
 25 et seq.) is amended—



1 (1) in the heading, by striking “**FAIR LABOR**  
2 **STANDARDS,**” and all that follows and inserting  
3 “**AND OTHER PROTECTIONS AND BENEFITS**”;

4 (2) by redesignating section 207 as section 209;  
5 and

6 (3) by inserting after section 206 the following  
7 new sections:

8 “**SEC. 207. RIGHTS AND PROTECTIONS UNDER WHISTLE-**  
9 **BLOWER PROTECTION RULES.**

10 “(a) RIGHTS AND PROTECTIONS DESCRIBED.—

11 “(1) IN GENERAL.—No employing office may  
12 take or fail to take, or threaten to take or fail to  
13 take, a personnel action (within the meaning of  
14 chapter 23 of title 5, United States Code) with re-  
15 spect to any covered employee or applicant for em-  
16 ployment because of—

17 “(A) any disclosure of information by a  
18 covered employee or applicant which the em-  
19 ployee or applicant reasonably believes evi-  
20 dences—

21 “(i) a violation of any law, rule, or  
22 regulation, or

23 “(ii) gross mismanagement, a gross  
24 waste of funds, an abuse of authority, or

1           a substantial and specific danger to public  
2           health or safety,  
3           if such disclosure is not specifically prohibited  
4           by law and if such information is not specifi-  
5           cally required by Executive order or the rules of  
6           the House of Representatives or Senate to be  
7           kept secret in the interest of national defense or  
8           the conduct of foreign affairs; or

9           “(B) any disclosure to the General Coun-  
10          sel, or to the Inspector General of an executive  
11          agency or employing office or another employee  
12          designated by the head of the agency or office  
13          to receive such disclosures, of information which  
14          the employee or applicant reasonably believes  
15          evidences—

16               “(i) a violation of any law, rule, or  
17               regulation, or

18               “(ii) gross mismanagement, a gross  
19               waste of funds, an abuse of authority, or  
20               a substantial and specific danger to public  
21               health or safety.

22          “(2) DEFINITIONS.—For purposes of this sec-  
23          tion and for purposes of applying the procedures es-  
24          tablished under title IV for the consideration of al-  
25          leged violations of this section—

1           “(A) the term ‘covered employee’ includes  
2           an employee of the General Accounting Office  
3           or Library of Congress; and

4           “(B) the term ‘employing office’ includes  
5           the General Accounting Office and the Library  
6           of Congress.

7           “(b) REMEDY.—The remedy for a violation of sub-  
8           section (a) shall be such remedy as would be appropriate  
9           if awarded under chapter 12 of title 5, United States  
10          Code, with respect to a prohibited personnel practice de-  
11          scribed in section 2302(b)(8) of such title.

12          “(c) REGULATIONS TO IMPLEMENT SECTION.—

13           “(1) IN GENERAL.—The Board shall, pursuant  
14           to section 304, issue regulations to implement this  
15           section.

16           “(2) AGENCY REGULATIONS.—The regulations  
17           issued under paragraph (1) shall be the same as the  
18           substantive regulations promulgated by the Merit  
19           Systems Protection Board to implement chapters 12  
20           and 23 of title 5, United States Code, except to the  
21           extent that the Board of Directors of the Office of  
22           Compliance may determine, for good cause shown  
23           and stated together with the regulation, that a modi-  
24           fication of such regulations would be more effective

1 for the implementation of the rights and protections  
2 under this section.

3 **“SEC. 208. RESTRICTION ON DISCHARGE FROM EMPLOY-**  
4 **MENT BY REASON OF GARNISHMENT OR DIS-**  
5 **CRIMINATORY TREATMENT BY REASON OF**  
6 **BANKRUPTCY.**

7 “(a) GARNISHMENT.—

8 “(1) RIGHTS AND PROTECTIONS DESCRIBED.—

9 No employing office may discharge any covered em-  
10 ployee by reason of the fact that the employee’s  
11 earnings have been subjected to garnishment for any  
12 one indebtedness.

13 “(2) REMEDY.—The remedy for a violation of  
14 paragraph (1) shall be such remedy as would be ap-  
15 propriate if awarded under section 304(b) of the  
16 Consumer Credit Protection Act (15 U.S.C.  
17 1674(b)).

18 “(b) BANKRUPTCY.—

19 “(1) RIGHTS AND PROTECTIONS DESCRIBED.—

20 No employing office may deny employment to, termi-  
21 nate the employment of, or discriminate with respect  
22 to employment against, a covered employee who is or  
23 has been a debtor under title 11, United States  
24 Code, or a bankrupt or a debtor under the Bank-  
25 ruptcy Act, or another covered employee with whom

1       such bankrupt or debtor has been associated, solely  
2       because such bankrupt or debtor—

3               “(A) is or has been a debtor under such  
4               title or a debtor or bankrupt under such Act;

5               “(B) has been insolvent before the com-  
6               mencement of a case under such title or during  
7               the case but before the grant or denial of a dis-  
8               charge; or

9               “(C) has not paid a debt that is discharge-  
10              able in a case under such title or that was dis-  
11              charged under such Act.

12              “(2) REMEDY.—The remedy for a violation of  
13              paragraph (1) would be such remedy as would be  
14              appropriate if awarded with respect to a violation of  
15              section 525(a) or (b) of title 11, United States Code.

16              “(c) DEFINITIONS.—For purposes of this section and  
17              for purposes of applying the procedures established under  
18              title IV for the consideration of alleged violations of this  
19              section—

20              “(1) the term ‘covered employee’ includes an  
21              employee of the General Accounting Office or the Li-  
22              brary of Congress; and

23              “(2) the term ‘employing office’ includes the  
24              General Accounting Office and the Library of Con-  
25              gress.

1 “(d) REGULATIONS TO IMPLEMENT SECTION.—

2 “(1) IN GENERAL.—The Board shall, pursuant  
3 to section 304, issue regulations to implement this  
4 section.

5 “(2) AGENCY REGULATIONS.—The regulations  
6 issued under paragraph (1) shall be the same as the  
7 substantive regulations promulgated to implement  
8 section 304 of the Consumer Credit Protection Act  
9 (15 U.S.C. 1674) and the substantive regulations  
10 promulgated to implement section 525 of title 11,  
11 United States Code, except to the extent that the  
12 Board of Directors of the Office of Compliance may  
13 determine, for good cause shown and stated together  
14 with the regulation, that a modification of any such  
15 regulation would be more effective for the implemen-  
16 tation of the rights and protections under this sec-  
17 tion.”.

18 (b) CONFORMING AMENDMENT TO BANKRUPTCY  
19 CODE.—Section 525 of title 11, United States Code, is  
20 amended by adding at the end the following new sub-  
21 section:

22 “(d)(1) In the case of an alleged violation of sub-  
23 section (a) or (b) by a governmental unit which is a legis-  
24 lative branch employing office with respect to an employee  
25 of such office who is a legislative branch covered employee,

1 the procedures for consideration of the alleged violation  
2 shall consist of the procedures applicable under title IV  
3 of the Congressional Accountability Act of 1995.

4 “(2) In this subsection—

5 “(A) the term ‘legislative branch employing of-  
6 fice’ means an employing office described in section  
7 101(9) of the Congressional Accountability Act of  
8 1995, and includes the General Accounting Office  
9 and the Library of Congress; and

10 “(B) the term ‘legislative branch covered em-  
11 ployee’ means a covered employee described in sec-  
12 tion 101(3) of the Congressional Accountability Act  
13 of 1995, and includes an employee of the General  
14 Accounting Office or the Library of Congress.”.

15 (c) OTHER CONFORMING AMENDMENT.—Section  
16 102(a) (2 U.S.C. 1302(a)) is amended by adding at the  
17 end the following new paragraphs:

18 “(12) Section 2302(b)(8) of title 5, United  
19 States Code.

20 “(13) Section 304 of the Consumer Credit Pro-  
21 tection Act (15 U.S.C. 1674).

22 “(14) Section 525 of title 11, United States  
23 Code.”.

24 (d) CLERICAL AMENDMENT.—The table of contents  
25 for part A of title II is amended—

1 (1) in the item relating to part A, by striking  
 2 “FAIR LABOR STANDARDS,” and all that follows and  
 3 inserting “AND OTHER PROTECTIONS AND BENE-  
 4 FITS”;

5 (2) by redesignating the item relating to section  
 6 207 as relating to section 209; and

7 (3) by inserting after the item relating to sec-  
 8 tion 206 the following:

“Sec. 207. Rights and protections under whistleblower protection rules.

“Sec. 208. Restriction on discharge from employment by reason of garnish-  
 ment or discriminatory treatment by reason of bank-  
 ruptcy.”.

9 **TITLE III—PUBLIC ACCOMMODA-**  
 10 **TIONS UNDER TITLE II OF**  
 11 **CIVIL RIGHTS ACT OF 1964**

12 **SEC. 301. PROHIBITING DISCRIMINATION IN PLACES OF**  
 13 **PUBLIC ACCOMMODATION OF LEGISLATIVE**  
 14 **BRANCH ENTITIES.**

15 (a) IN GENERAL.—Part B of title II (2 U.S.C. 1331  
 16 et seq.) is amended by adding at the end the following  
 17 new section:

18 **“SEC. 211. RIGHTS AND PROTECTIONS UNDER TITLE II OF**  
 19 **THE CIVIL RIGHTS ACT OF 1964 RELATING TO**  
 20 **PLACES OF PUBLIC ACCOMMODATION.**

21 “(a) ENTITIES SUBJECT TO THIS SECTION.—The re-  
 22 quirements of this section shall apply to each of the fol-  
 23 lowing entities:



1           “(1) Each office of the Senate, including each  
2           office of a Senator and each committee.

3           “(2) Each office of the House of Representa-  
4           tives, including each office of a Member of the  
5           House of Representatives and each committee.

6           “(3) Each joint committee of the Congress.

7           “(4) The Capitol Guide Service.

8           “(5) The Capitol Police.

9           “(6) The Congressional Budget Office.

10          “(7) The Office of the Architect of the Capitol  
11          (including the Senate Restaurants and the Botanic  
12          Garden).

13          “(8) The Office of the Attending Physician.

14          “(9) The Office of Compliance.

15          “(10) The General Accounting Office.

16          “(11) The Library of Congress.

17          “(b) DISCRIMINATION IN PLACES OF PUBLIC ACCOM-  
18          MODATION.—The rights and protections in the full and  
19          equal enjoyment of the goods, services, facilities, privi-  
20          leges, advantages, and accommodations of any place of  
21          public accommodation established by section 201 of the  
22          Civil Rights Act of 1964 (42 U.S.C. 2000a) shall apply  
23          to the entities listed in subsection (a).

24          “(c) REMEDY.—The remedy for a violation of sub-  
25          section (b) shall be such remedy as would be appropriate

1 if awarded under section 204, 206, or 207 of the Civil  
2 Rights Act of 1964 (42 U.S.C. 2000a-3, 2000a-5, and  
3 2000a-6).

4 “(d) AVAILABLE PROCEDURES.—The provisions of  
5 section 210(d) shall apply with respect to an individual  
6 alleging a violation of subsection (b) by an entity listed  
7 in subsection (a), and to a charge filed by such an indi-  
8 vidual, in the same manner as such provisions apply to  
9 an individual with a disability who alleges a violation  
10 under such section.

11 “(e) REGULATIONS TO IMPLEMENT SECTION.—

12 “(1) IN GENERAL.—The Board may, pursuant  
13 to section 304, issue regulations to implement this  
14 section.

15 “(2) AGENCY REGULATIONS.—The regulations  
16 issued under paragraph (1) shall be the same as the  
17 substantive regulations promulgated to implement  
18 the statutory provisions referred to in subsections  
19 (b) and (c) with respect to the executive branch, ex-  
20 cept insofar as the Board may determine, for good  
21 cause shown and stated together with the regulation,  
22 that a modification of such regulations would be  
23 more effective for the implementation of the rights  
24 and protections under this section.”.

1 (b) CONFORMING AMENDMENTS.—(1) Section  
 2 102(a) (2 U.S.C. 1302(a)), as amended by section 201(b),  
 3 is amended by adding at the end the following new para-  
 4 graph:

5 “(15) Title II of the Civil Rights Act of 1964  
 6 (42 U.S.C. 2000a).”.

7 (2) The heading for part B of title II is amended  
 8 to read as follows:

9 **“PART B—PUBLIC SERVICES AND**  
 10 **ACCOMMODATIONS”.**

11 (c) CLERICAL AMENDMENTS.—The table of contents  
 12 for title II is amended as follows:

13 (1) By amending the item relating to part B to  
 14 read as follows:

“PART B—PUBLIC SERVICES AND ACCOMMODATIONS”.

15 (2) In the item relating to part B, by adding  
 16 at the end the following:

“Sec. 221. Rights and protections under title II of the Civil Rights Act of  
 1964 relating to places of public accommodation.”.

17 **TITLE IV—JURORS’**  
 18 **EMPLOYMENT**

19 **SEC. 401. COVERAGE OF LEGISLATIVE BRANCH EMPLOY-**  
 20 **EES UNDER RULES PROTECTING JURORS’**  
 21 **EMPLOYMENT.**

22 (a) IN GENERAL.—Section 1875(a) of title 28,  
 23 United States Code, is amended—

1           (1) by striking “(a)” and inserting “(a)(1)”;  
2       and

3           (2) by adding at the end the following:

4       “(2) In this section—

5           “(A) the term ‘employer’ includes an employing  
6       office under section 101(9) of the Congressional Ac-  
7       countability Act of 1995, the General Accounting  
8       Office, the Government Printing Office, and the Li-  
9       brary of Congress; and

10          “(B) the term ‘permanent employee’ includes  
11       any covered employee under section 101(3) of the  
12       Congressional Accountability Act of 1995 and any  
13       employee of the General Accounting Office, the Gov-  
14       ernment Printing Office, and the Library of Con-  
15       gress, without regard to whether the employee’s  
16       term of service or appointment is permanent.”.

17       (b) EFFECTIVE DATE.—The amendments made by  
18       subsection (a) apply with respect to individuals summoned  
19       for juror service or serving on juries on or after the date  
20       of the enactment of this Act.

1 **TITLE V—UNIFORM DISPUTE**  
2 **RESOLUTION PROCEDURES**  
3 **UNDER CONGRESSIONAL AC-**  
4 **COUNTABILITY ACT FOR LEG-**  
5 **ISLATIVE BRANCH EMPLOY-**  
6 **EES**

7 **SEC. 501. ESTABLISHING UNIFORM DISPUTE RESOLUTION**  
8 **PROCEDURES FOR VIOLATIONS OF CERTAIN**  
9 **RIGHTS AND PROTECTIONS.**

10 (a) EMPLOYEE POLYGRAPH PROTECTION ACT OF  
11 1988.—Section 204(a)(2) (2 U.S.C. 1314(a)(2)) is  
12 amended by striking “this section” and inserting “this  
13 section and for purposes of applying the procedures estab-  
14 lished under title IV for the consideration of alleged viola-  
15 tions of this section”.

16 (b) WORKER ADJUSTMENT AND RETRAINING NOTI-  
17 FICATION ACT.—Section 205(a)(2) (2 U.S.C. 1315(a)(2))  
18 is amended by striking “this section” and inserting “this  
19 section and for purposes of applying the procedures estab-  
20 lished under title IV for the consideration of alleged viola-  
21 tions of this section”.

22 (c) VETERANS’ EMPLOYMENT AND REEMPLOY-  
23 MENT.—Section 206(a)(2) (2 U.S.C. 1316(a)(2)) is  
24 amended by striking “this section” and inserting “this  
25 section and for purposes of applying the procedures estab-

lished under title IV for the consideration of alleged violations of this section”.

**SEC. 502. STUDY OF EXTENDING ALL PROCEDURAL RULES  
AND ENFORCEMENT MECHANISMS UNDER  
CONGRESSIONAL ACCOUNTABILITY ACT TO  
ALL LEGISLATIVE BRANCH ENTITIES.**

(a) STUDY.—The Board of Directors of the Office of Compliance shall conduct a study of the feasibility and desirability of extending the administrative and judicial dispute-resolution procedures of title IV of the Congressional Accountability Act of 1995 to the consideration and resolution of all alleged violations of any provision of such Act which are alleged by an employee of any office in the legislative branch.

(b) REPORT.—Not later than 180 days after the date of the enactment of this Act, the Board of Directors shall submit a report to Congress on the study conducted under subsection (a).

**TITLE VI—NOTICE OF RIGHTS**

**SEC. 601. REQUIRING EMPLOYING OFFICES TO POST NOTICE OF RIGHTS OF COVERED EMPLOYEES.**

(a) IN GENERAL.—Title V (2 U.S.C. 1431 et seq.) is amended by inserting after section 506 the following new section:

1 **“SEC. 507. REQUIRING EMPLOYING OFFICES TO POST NO-**  
2 **TICE OF RIGHTS OF COVERED EMPLOYEES.**

3 “Each employing office shall post and keep posted  
4 (in conspicuous places upon its premises where notices to  
5 covered employees are customarily posted) notices of the  
6 rights and protections applicable to covered employees of  
7 the office under this Act or any other Federal law relating  
8 to the terms and conditions of employment or access to  
9 public services and accommodations.”.

10 (b) CONFORMING AMENDMENT.—Section 303(a) (2  
11 U.S.C. 1383(a)) is amended by striking “hearing offi-  
12 cers,” and inserting “hearing officers and procedures  
13 under section 507 for requiring employing offices to post  
14 notices of the rights and protections applicable to covered  
15 employees,”.

16 (c) CLERICAL AMENDMENT.—The table of sections  
17 is amended by amending the item relating to section 507  
18 to read as follows:

“Sec. 507. Requiring employing offices to post notice of rights of covered  
employees.”.

